



DON FM Positions Certification Levels

**Certification level links grade with job knowledge and complexity.
Applies to all members of the DON Mil and Civ FM Workforce**

Civilian

- **GS 11 and below - Level 1**
- **GS 12-14 - Level 2**
- **GS 13-14 (Supervisory) - Level 3**
- **GS 15 and above- Level 3**
- **All 0505 Series - Level 3**

Military

Naval Officer

- **01-03 - Level 1**
- **04-05 - Level 2**
- **06 and above - Level 3**

USMC Officer

- **01-02 - Level 1**
- **03-04 - Level 2**
- **05 and above - Level 3**

USMC Warrant Officer

- **WO1-CWO2-Level 2**
- **CWO3 and above-Level 3**

USMC Enlisted

- **E1-E4 - Level 1**
- **E5-E6 - Level 2**
- **E7-E9 - Level 3**



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Civilian Pay Bands

<u>Pay band</u>	<u>FM</u>
<u>Cert level</u>	
NK I	
1	
NK II	
1	
NK III	1
NH I	
1	
NH II	
1	
NH III	2
NH III Supervisors	3
NH IV	3
NC I	
1	
NC II	
1	
NC III	1
NO I	
1	
NO II	
1	
NO III	
1	

<u>Pay band</u>	<u>FM Cert</u>
<u>level</u>	
DG 1	1
DG 2	
1	
DG 3	
1	
DG 4	
1	
DG 5	
1	
DG 6	
1	
DA	1
DA II	1
DA III	1
DA IV	2
DA V	2
DA VI	3
NM 2	1
NM 3	2
NM 4	3
NM 5	3
NM 6	3

<u>Pay band</u>	<u>FM Cert</u>
<u>level</u>	
NG 1	1
NG 2	1
NG 3	1
NG 4	1
NG 5	1
NT I	1
NT II	1
NT III	1
NT IV	1
NT V	2
NT V Supervisors	3
NT V1	3
DP I	1
DP II	1
DP III	2
DP III Supervisors	3
DP IV	3